

EXHIBIT 10

Index of Supervisor Declarations

	Supervisor Name	Title	Department	Campus
1.	Baillod, David	Director	Clinical Resource	Main
2.	Britz, Stephen Paul Jr.	Nurse Manager	Family Medicine	Hamtramck and East Jefferson
3.	Carrington, Mercedes	Supervisor	Radiology-Generals Division	Main
4.	Gunn, Valerie	Group Practice Director	Vascular Surgery/Lab	Main
5.	Kasenow, Marianne	Director	Cardio Vascular ICU	Main
6.	Lavery, W. Mark	Nurse Manager	B2/B6 Internal Medicine	Main
7.	Paraschiv-Buican, Maria	Nurse Manager	H5 Cardiology	Main
8.	Pulcini, Anthony	Nurse Manager	B1 Internal Medicine	Main
9.	Smith, Shirley	Resp. Therapist	Respiratory	Main
10.	Thompson, Yolanda	Unit Director, RN	Surgical ICU	Main
11.	Tremino, Rosemarie	Nurse Manager	Emergency	Main

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,
v

Case No. 2:15-cv-12101
Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
SOMMERS SCHWARTZ, P.C.
Attorneys for Plaintiff
One Towne Square, 17th Floor
Southfield, MI 48076
(248) 335-0300

BRIAN YALDOU (P70600)
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Terrence J. Miglio (P30541)
Barbara E. Buchanan (P55084)
VARNUM LLP
Attorneys for Defendant
39500 High Pointe Blvd., Ste. 350
Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is Davis Baillet.
2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a Director in the Clinical Resource Dept at HF Hospital. I have been employed with HFHS since 1990.

4. My work uniform consists of ~~scrubs~~ or Street Clothing.

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their scrubs/other uniform.

7. I have not directed any employees who report to me to iron their scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

☒ I wash and dry my ~~scrubs/other~~ uniform at home with my other clothes.

☐ I remove my scrubs/other uniform from the drying machine before they become wrinkled.

☐ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

____ I use a laundry or dry cleaning service for my scrubs/other uniform.

____ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: ROZ

8-4-2015
Name:

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
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bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is Stephen Paul Britz ✓

2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a Nurse Manager in the Family Medicine Department at Hamtramck and East Jefferson. I have been employed with HFHS since 2012.

4. My work uniform consists of scrubs or Business Attire.

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their scrubs/other uniform.

7. I have not directed any employees who report to me to iron their scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

☒ I wash and dry my scrubs/other uniform at home with my other clothes.

☒ I remove my scrubs/other uniform from the drying machine before they become wrinkled.

☐ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

___ I use a laundry or dry cleaning service for my scrubs/other uniform.

___ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8/4/2015

SPB Stephen Paul Brito
Name: ✓

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

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bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is MERCEDES CARRINGTON
2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a Supervisor in the Radiology - Generals Division at Henry Ford Hosp Main ^{campus}. I have been employed with HFHS since 1991.

4. My work uniform consists of scrubs or Yes - Navy Blue

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so. Correct

6. The employees who report to me in my department do not iron their scrubs/other uniform. Correct

7. I have not directed any employees who report to me to iron their scrubs/other uniform. Correct

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform. Correct

9. HFHS has never told me that I had to iron my scrubs/other uniform. Correct

10. In addition:

☒ I wash and dry my scrubs/other uniform at home with my other clothes.

☒ I remove my scrubs/other uniform from the drying machine before they become wrinkled.

☒ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

N/A I use a laundry or dry cleaning service for my scrubs/other uniform.

N/A I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8-3-15

Mercedes Caughey
Name:

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

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Lance C. Young (P51254)
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bebuchanan@varnumlaw.com

DECLARATION OF VALERIE GUNN

1. My name is VALERIE GUNN.
2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a __Group Practice Director in the __Vascular Surgery/Lab__ at __Henry Ford Hospital__. I have been employed with HFHS since __October 2011_____.

4. My work uniform consists of scrubs or __Casual professional attire_____.

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their scrubs/other uniform.

7. I have not directed any employees who report to me to iron their scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

☒ I wash and dry my scrubs/other uniform at home with my other clothes.

☐ I remove my scrubs/other uniform from the drying machine before they become wrinkled.

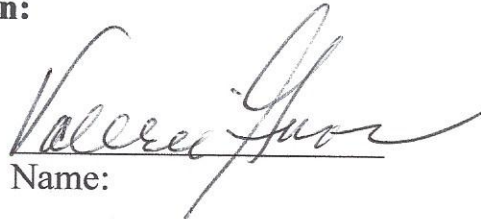
☐ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

___ I use a laundry or dry cleaning service for my scrubs/other uniform.

___ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: ___8/4/15___


Name: _____

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
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bebuchanan@varnumlaw.com

DECLARATION OF Marianne Kasenow

1. My name is Marianne Kasenow.

2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a Director in the CVICU at HFHS Main Campus. I have been employed with HFHS since 1985.

4. My work uniform consists of scrubs ^{and} Business casual ^{a few times} _{a month}.

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their scrubs/other uniform.

7. I have not directed any employees who report to me to iron their scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

☒ I wash and dry my scrubs/other uniform at home with my other clothes.

☒ I remove my scrubs/other uniform from the drying machine before they become wrinkled.

☐ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

___ I use a laundry or dry cleaning service for my scrubs/other uniform.

___ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8/4/15

Manasia Koonow
Name:

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

LANCE C. YOUNG (P51254)
NEIL B. PIOCH (P67677)
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DECLARATION OF [INSERT SUPERVISOR NAME]

1. My name is [INSERT NAME]. *Mark Lavery*

2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as
a [INSERT SUPERVISOR JOB TITLE] in the [NAME OF
NURSE MANAGER
DEPARTMENT/BUSINESS UNIT] at [FACILITY NAME]. I have been
B2/B6 MEDICINE GPU HENRY FORD HOSPITAL.
employed with HFHS since [INSERT DATE OR YEAR].
11/1993

4. My work uniform consists of scrubs [IF NOT SCRUBS, DESCRIBE
UNIFORM], *or business dress*

5. I do not iron my scrubs [OR INSERT NAME OF OTHER UNIFORM
WORN] before coming to work and I have never been disciplined for not ironing
my scrubs.

6. The employees who report to me in my department do not iron their
scrubs [OR INSERT NAME OF OTHER UNIFORM WORN].

7. I have not directed any employees who report to me to iron their
scrubs [OR INSERT NAME OF OTHER UNIFORM WORN].

8. I have not disciplined any employees who report to me for not ironing
their scrubs [OR INSERT NAME OF OTHER UNIFORM WORN].

9. HFHS never told me that I had to iron my scrubs [OR INSERT
NAME OF OTHER UNIFORM WORN].

10. Additional possible statements (use all which apply):

- ✓ • I launder my scrubs/other uniform at home with my other clothes.

- I receive my scrubs from the Scrubex service provided by HFHS. *NA*
- I am not aware of other HFHS employee who iron their scrubs. *NA*

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8/5/2015

W. MARK LAVERY
W. Mark Lavery
[INSERT TYPED NAME]

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
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Novi, MI 48375
(248) 567-7400
tjmiglio@varnumlaw.com
bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is MARIA PARASCHIV: BUICAN
2. I make this Declaration based on my personal knowledge. If called as a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a NURSE MANAGER in the H5 CARDIOLOGY at HENRY FORD HOSPITAL. I have been employed with HFHS since 10/2002.

4. My work uniform consists of scrubs or _____.

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their scrubs/other uniform.

7. I have not directed any employees who report to me to iron their scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

msf X I wash and dry my scrubs/other uniform at home with my other clothes.

msf X I remove my scrubs/other uniform from the drying machine before they become wrinkled.

msf X My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

____ I use a laundry or dry cleaning service for my scrubs/other uniform.

____ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8/4/15

Maria Paraschiv Buican,
Name:

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
Neil B. Pioch (P67677)
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bebuchanan@varnumlaw.com

DECLARATION OF Anthony Pulcini, RN **[INSERT**
SUPERVISOR NAME]

1. My name is Anthony Pulcini **[INSERT NAME]**.

2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a Nurse Manager [INSERT SUPERVISOR JOB TITLE] in the B1-Internal Medicine/HFH [NAME OF DEPARTMENT/BUSINESS UNIT] at Henry Ford Hospital [FACILITY NAME]. I have been employed with HFHS since July 2005 [INSERT DATE OR YEAR].

4. My work uniform consists of scrubs or business attire. [IF NOT SCRUBS, DESCRIBE UNIFORM].

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their scrubs/other uniform.

7. I have not directed any employees who report to me to iron their scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition: [CHECK ALL THAT APPLY]:

☒ I wash and dry my scrubs/other uniform at home with my other clothes.

☒ I remove my scrubs/other uniform from the drying machine before they become wrinkled.

☒ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform. [CIRCLE AND INITIAL ALL THAT APPLY]

☐ I use a laundry or dry cleaning service for my scrubs/other uniform.

☐ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8-4-15

Anthony Pulini, NM B1 & F2
Name: [INSERT NAME]

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101
Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

Lance C. Young (P51254)
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bebuchanan@varnumlaw.com

DECLARATION OF

1. My name is Shirley Smith.

2. I make this Declaration based on my personal knowledge. If called as

a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as
a Respiratory Therapist in the Respiratory Department
at Henry Ford Hospital. I have been employed with HFHS since
1990.

4. My work uniform consists of scrubs ~~or~~ _____.

5. I do not iron my scrubs/other uniform before coming to work and I
have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their
scrubs/other uniform.

7. I have not directed any employees who report to me to iron their
scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing
their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

☒ I wash and dry my scrubs/other uniform at home with my other
clothes.

☐ I remove my scrubs/other uniform from the drying machine
before they become wrinkled.

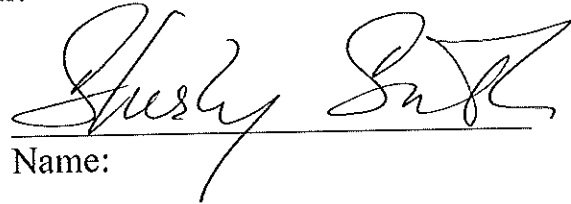
☐ My spouse/roommate/significant other/child/parent washes my
scrubs/other uniform.

_____ I use a laundry or dry cleaning service for my scrubs/other uniform.

_____ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8.3.15


Name: _____

UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

DANIEL WHALEY,

Plaintiff,

v

Case No. 2:15-cv-12101

Hon. David Lawson

HENRY FORD HEALTH SYSTEM,

Defendant.

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bebuchanan@varnumlaw.com

DECLARATION OF Yolanda Thompson

1. My name is Yolanda Thompson.

2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as Unit Director,
a Registered Nurse in the Surgical Intensive care unit
at Henry Ford Hospital. I have been employed with HFHS since
7/1998.

4. My work uniform consists of scrubs or Casual/business.

5. I do not iron my scrubs/other uniform before coming to work and I
have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their
scrubs/other uniform.

7. I have not directed any employees who report to me to iron their
scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing
their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

☒ I wash and dry my scrubs/other uniform at home with my other
clothes.

☒ I remove my scrubs/other uniform from the drying machine
before they become wrinkled.

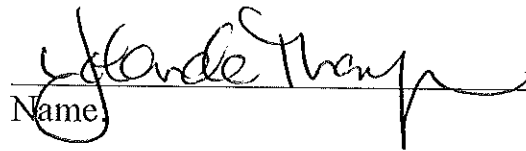
☐ My spouse/roommate/significant other/child/parent washes my
scrubs/other uniform.

____ I use a laundry or dry cleaning service for my scrubs/other uniform.

____ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: 8/4/15


Name

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DECLARATION OF Rosemarie Tremino

1. My name is Rosemarie Tremino

2. I make this Declaration based on my personal knowledge. If called as
a witness, I can competently testify to the facts set forth in this Declaration.

3. I am currently employed with Henry Ford Health System ("HFHS") as a Nurse Manager in the Emergency Department at Henry Ford Hospital. I have been employed with HFHS since Aug 1999.

4. My work uniform consists of scrubs or Scrubs.

5. I do not iron my scrubs/other uniform before coming to work and I have never been disciplined for not doing so.

6. The employees who report to me in my department do not iron their scrubs/other uniform.

7. I have not directed any employees who report to me to iron their scrubs/other uniform.

8. I have not disciplined any employees who report to me for not ironing their scrubs/other uniform.

9. HFHS has never told me that I had to iron my scrubs/other uniform.

10. In addition:

☒ I wash and dry my scrubs/other uniform at home with my other clothes.

☒ I remove my scrubs/other uniform from the drying machine before they become wrinkled.

☐ My spouse/roommate/significant other/child/parent washes my scrubs/other uniform.

____ I use a laundry or dry cleaning service for my scrubs/other uniform.

____ I receive my scrubs from the Scrubex service provided by HFHS.

Pursuant to 28 U.S.C. §1746, I declare under penalty of perjury that the foregoing is true and correct. Executed on:

Date: August 4, 2015

Rosemarie Lemire
Name: